

I try to make life and retirement as comfortable as possible for my wife and I . . . Since I have to pay my insurance after retirement, thanks to GM/Delphi until I reach age 65, I need my severance payment to help make my insurance payments. A rough estimate of approximately 40,000 to 50, 000 dollars over next seven years. (550 to 600 dollars a month).

During my 31 years at GM/Delphi my fellow salary employees and I have made the following sacrifices;

- 1) Pay our own insurance -- hourly employees was paid by Gm/Delphi.
- 2) Cost of Living Allowance was taken away. -- Hourly employees stayed in tack.
- 3) No raises for 2 or 3 years (was given lump sum one year, which affected our retirement). -- Hourly people were given annually increases.
- 4) Salary pension was turned over to PBGC, with a reduced rate. -- Hourly pension stayed in tack.
- 5) Salary Severance pay cut 50% -- supplemental and legacy hourly employees were given lumps sums of \$40,000.00 and \$140,000.00 as a severance package.
- 6) Salary matching saving fund was discontinued.
- 7) Salary stock options were taken away.
- 8) Salary life insurance was taken away after retirement.
- 9) Salary supplemental time off days was taken away. (14 days)
- 10) Salary quarterly incentive pay was taken away.

I pray that the Honorable Judge Robert D. Drain rule in our favor after hearing all the facts in this case.



Sincerely, Nathaniel Winton

Delphi Automotive, Athens Al

Docket Number 05-44481(RDD)